



**NATIONAL FERTILIZERS LIMITED**  
(A Government of India Undertaking)

A-11, Sector-24, Noida,  
District Gautam Budh Nagar, Uttar Pradesh - 201301.  
Phone Nos.: 0120-2412294, 2412445 Fax 0120-2412397

**Advertisement No.: 05/2017**

**Dated: 15.11.2017**

**REQUIREMENT OF EXPERIENCED TECHNICAL PROFESSIONALS**

National Fertilizers Limited (NFL) is a Mini-Ratna, premier profit-making Central Public Sector Undertaking engaged in manufacturing and marketing of fertilizers and other agricultural inputs with a vision of being a leading Indian company in fertilizers and beyond, with commitment to all stakeholders. NFL is looking for technically qualified, dynamic and result oriented experienced professionals with initiative for manning the following positions for its various Offices / Units:

POST CODE	POST & DISCIPLINE		PAY SCALE (pre-revised)	NUMBER OF VACANCIES	UR	RESERVATION				POSTS IDENTIFIED FOR PwD CATEGORIES \$
						SC	ST	OBC (NCL)	PwD	
01	A	ENGINEER	CHEMICAL	25 (TWENTY FIVE)	14	03	01	07	-	OA, OL
	B		MECHANICAL	15 (FIFTEEN)	08	01	02	04	01 OH	OL, HH
	C		ELECTRICAL	06 (SIX)	03	02	-	01	-	OL, HH
	D		INSTRUMENTATION	04 (FOUR)	03	-	-	01	01 HH	OL, HH
	E		CIVIL	04 (FOUR)	03	-	-	01	01 HH	OA, OL, HH
02	MANAGER	ELECTRICAL	₹29100 - 54500	08 (EIGHT)	05	01	-	02	-	OL, HH
03	SR. MANAGER	MATERIALS	₹32900 - 58000	03 (THREE)	03	-	-	-	-	OA, OL, BL, HH, LV

Abbreviations:

'Sr. Manager - Senior Manager'; 'UR' - Unreserved; 'SC' - Scheduled Caste; 'ST' - Scheduled Tribe; 'OBC (NCL)' - Other Backward Classes (Non-Creamy Layer); 'ExSM' - Ex Serviceman; 'PwD' - Divyangjan or Persons with Disabilities; 'OH' - Orthopedically Impaired; 'OA' - One Arm affected; 'OL' - One Leg affected; 'BL' Both Legs affected; 'HH' - Hearing Impaired; 'VH' - Visually Impaired; 'B' - Blind; 'LV' - Low Vision affected; 'AMIE' - Associate Member of Institution of Engineers.

@ The number of vacancies are tentative and may increase or decrease at the discretion of NFL and in compliance of the Presidential Directives on reservation at the time of appointment. Accordingly, NFL reserves the right to cancel/restrict/enlarge/modify/alter the requirements advertised, if need so arises, without any further notice or assigning any reason therefor. NFL also reserves the right to raise/ relax the minimum eligibility standards and to fill/ not to fill all or any of the above positions. In addition to the notified vacancies a panel of candidates shall also be created for unforeseen vacancies, including but not limited to vacancies caused by cessation of service of selected candidates, arising within one year from date of empanelment. Posts shall be filled according to reservation position. Accordingly, SC/ST/OBC/PwD/ExSM category candidates are encouraged to apply.

@@ PwD reservation is applied on horizontal inter-locking basis in either of UR/SC/ST/OBC vacancies. Refer to Clause No. D(7) of this advertisement.

\$ The PwD categories identified for above posts are as per the latest list of "Group A - Posts identified for Persons with Disabilities (New)" available on the website of Office of The Chief Commissioner for Persons with Disabilities, Ministry of Social Justice and Empowerment, Government of India at <http://www.ccdisabilities.nic.in> as on the date of advertisement. Please refer to Clause No. D(8) of this advertisement in this regard also.

**A. AGE, QUALIFICATION AND INLINE WORK-EXPERIENCE ELIGIBILITY CRITERIA**

Sl. No.	Post Code	Post Name	Maximum Age (in years)	Minimum Educational Qualification	Post Qualification Inline Work - Experience
1	01-A	Engineer (Chemical)	30	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ in Chemical Engineering / Chemical Technology from recognized Institute  OR  AMIE in Chemical Engineering.  OR	<b>FOR DEGREE HOLDERS</b> Minimum 01 year post qualification experience as on 30.11.2017 in operation of DCS based Fertilizer / Continuous process chemical / Petro-Chemical Plant.  <b>FOR DIPLOMA HOLDERS</b> Minimum 11 years' experience in operation of Heavy Chemical and/or Fertilizers Plants.  For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the scale of ₹12600 - 32500 (IDA) or in the pay scale of ₹9300 - 34800 with Grade Pay of ₹4200 (CDA), PSU or Govt. Candidates presently working in the pay scale of ₹16400 - 40500 (IDA) or ₹9300 - 34800 with Grade Pay of ₹4600 (CDA) post qualification inline experience may also

Sl. No.	Post Code	Post Name	Maximum Age (in years)	Minimum Educational Qualification	Post Qualification Inline Work - Experience
				Minimum 60% marks in full time / regular Diploma in Chemical Engineering	apply. Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of ₹4.43 lakh p.a. as on 30.11.2017.
2	01-B	Engineer (Mechanical)	30	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ in Mechanical Engineering from recognized Institute <b>OR</b> AMIE in Mechanical Engineering.	Minimum 01 year post qualification inline experience as on 30.11.2017 in erection / maintenance of Fertilizer / Continuous process chemical / Petro-Chemical Industry. Candidate must be conversant with latest maintenance practices, lining up of maintenance contracts, spares procurement, budgeting etc. and must be computer literate. For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the scale of ₹12600 - 32500 (IDA) or in the pay scale of ₹9300 - 34800 with Grade Pay of ₹4200 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹16400 - 40500 (IDA) or ₹9300 - 34800 with Grade Pay of ₹4600 (CDA) with one post qualification inline experience may also apply. Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of ₹4.43 lakh p.a. as on 30.11.2017.
3	01-C	Engineer (Electrical)	30	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ in Electrical Engineering from recognized Institute <b>OR</b> AMIE in Electrical Engineering.	Minimum 01 year post qualification inline experience as on 30.11.2017 in construction/maintenance of HT & LT power distribution system, HT synchronous and induction motors, large transformers, protection systems etc. in Fertilizer / Large Chemical / Petro-Chemical Industry. For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the scale of ₹12600 - 32500 (IDA) or in the pay scale of ₹9300 - 34800 with Grade Pay of ₹4200 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹16400 - 40500 (IDA) or ₹9300 - 34800 with Grade Pay of ₹4600 (CDA) with one year post qualification inline experience may also apply. Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of ₹4.43 lakh p.a. as on 30.11.2017.
4	01-D	Engineer (Instrumentation)	30	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ in Instrumentation / Electronics & Communication / Instrumentation & Electronics / Electronics & Electrical Engineering from recognized Institute <b>OR</b> AMIE in Electronics & Communication Engineering.	Minimum 01 year post qualification inline experience as on 30.11.2017 in process control instrumentation in a Heavy Chemical Industry. Should be conversant with maintenance / troubleshooting of DCS/ESD systems, programming & calibration of SMART field instruments, analyzers etc. For Govt./CPSE/SPSE candidates, at least 01 (One) year of post qualification inline experience in the scale of ₹12600 - 32500 (IDA) or in the pay scale of ₹9300 - 34800 with Grade Pay of ₹4200 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹16400 - 40500 (IDA) or ₹9300 - 34800 with Grade Pay of ₹4600 (CDA) with one year post qualification inline experience may also apply. Candidates working in Private sector should have minimum one year post qualification inline experience at a minimum CTC of ₹4.43 lakh p.a. as on 30.11.2017.
5	01-E	Engineer (Civil)	30	Minimum 60% marks in Degree (B. Tech./ B.E.) in Civil Engineering from recognized Institute <b>OR</b> AMIE in Civil Engineering	Minimum 01 year post qualification inline regular or direct contractual experience in PSU/ Govt. Organization/ Large Private Company (preferably in fertilizers or petrochemical sector). For Govt./CPSE/SPSE candidates, at least 01 (One) year of regular or direct contractual post qualification inline experience in the scale of ₹12600 - 32500 (IDA) or in the pay scale of ₹9300 - 34,800 with Grade Pay of ₹4200 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹16400 - 40500 (IDA) or ₹9300 - 34800 with Grade Pay of ₹4600 (CDA) with one year post qualification inline experience may also apply. Candidates working in Private sector should have minimum one year inline experience at a minimum CTC of ₹4.43 lakh p.a. as on 30.11.2017. Candidates should be well versed with cost estimation & budgeting, preparation of professional engineering drawings & specifications for various assignments & projects by reviewing data & performing surveys, Construction & maintenance experience of Plant, large office & residential complex, material procurement & planning, Contracts preparation & bid evaluations. Good Knowledge of preventive maintenance procedures, cost reduction techniques, budget Management & Industry best practices. Further, computers literate candidates with working knowledge of Auto CAD will be preferred.

Sl. No.	Post Code	Post Name	Maximum Age (in years)	Minimum Educational Qualification	Post Qualification Inline Work - Experience
6	02	Manager (Electrical)	45	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ in Electrical Engineering from recognized Institute <b>OR</b> AMIE in Electrical Engineering.	Minimum 09 years post qualification inline experience as on 30.11.2017 in construction/maintenance of HT & LT power distribution system, HT synchronous and induction motors, large transformers, protection systems etc. in Fertilizer / Continuous process chemical / Petro-Chemical Industry. Candidate should be conversant with testing of motors / transformers / relays, computer, spares procurement, budgeting, latest maintenance practices etc. and must be computer literate.  For Govt./CPSE/SPSE candidates, at least 02 (Two) years of post-qualification inline experience in the scale of ₹24900 - 50500 (IDA) or in the pay scale of ₹15600 - 39100 with Grade Pay of ₹5400 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹29100 - 54500 (IDA) or ₹15600 - 39100 with Grade Pay of ₹6600 (CDA) with nine years' post qualification inline experience may also apply. Candidates working in Private sector should have minimum two years post qualification inline experience at a minimum CTC of ₹9.57 lakh p.a. as on 30.11.2017.
7	03	Senior Manager (Materials)	45	Minimum 60% marks in Engineering Degree (B.Tech./B.E./B.Sc. Engg.)/ from recognized University / Institute.  Candidates with additional qualification of Post Graduate Diploma in Materials Management or MBA may be given preference.	Minimum 13 years post qualification inline experience as on 30.11.2017 in a responsible position in directing, organizing and controlling Materials Management activities such as purchasing, inventory control, materials inspection, Store-keeping, material handling, transportation, packing, import management, import substitution, Valve engineering, spare parts control, etc. preferably in a Heavy Chemical Industry.  For Govt./CPSE/SPSE candidates, at least 02 (Two) years of post-qualification inline experience in the scale of ₹29100 - 54500 (IDA) or in the pay scale of ₹15600 - 39100 with Grade Pay of ₹6600 (CDA). PSU or Govt. Candidates presently working in the pay scale of ₹32900 - 58000 (IDA) or ₹15600 - 39100 with Grade Pay of ₹7600 (CDA) with thirteen years post qualification inline experience may also apply. Candidates working in Private sector should have minimum two years post qualification inline experience at a minimum CTC of ₹10.23 lakh p.a. as on 30.11.2017.

**B. DATE OF RECKONING ELIGIBILITY CRITERIA.**

The cut-off date for determining eligibility criteria in respect of minimum educational qualification, post qualification inline experience and age shall be 30.11.2017 and will remain unchanged irrespective of any reason whatsoever.

**C. APPLICATION FEES.**

Non - refundable application fee of ₹700/- for Post Code 01 and ₹1,000 for Post Codes 02, 03, 04 & 05 is payable vide Demand Draft in favour of National Fertilizers Limited payable at New Delhi. The application fee is not applicable for SC/ST/ExSM/PwD/Departmental candidates. The name, address, post code number, name of the post applied for and unique application number should invariably be mentioned on the reverse of the demand draft.

**D. RESERVATION/CONCESSIONS/RELAXATIONS.**

1. Reservation of Posts for SC/ST/OBC(NCL)/PwD categories candidates and relaxation thereof categories will be in terms of number indicated against each category in the foregoing.
2. Category {SC/ST/OBC/PwD} once submitted will not be changed and no benefit of other category will be admissible later on.
3. SC/ST/OBC candidates can be considered under general standards of merit against the un-reserved posts provided no relaxation in age, qualification etc. is availed of/extended to them.
4. For claiming relaxation, the reserved category candidates should submit copy of Caste/PwD certificate(s), in the Proforma prescribed by Govt. of India, issued by the Competent Authority, alongwith application form. If the certificate has been issued in a language other than English/Rajbhasha (Hindi), the candidates should submit a self- certified translated copy of the same either in English or Rajbhasha (Hindi).
5. Only those communities that are mentioned in the common list of OBC notified by Government of India shall be treated as OBC for the purpose of reservation for employment under Central

Contd...4/-

Government. Relevant list can be viewed at <http://www.ncbc.nic.in>. **Accordingly, for claiming the benefit of OBC (NCL) category applicable for purpose of reservation in appointment to posts under Govt. of India/Central Government /Public Sector Undertaking, the candidate should submit & shall subsequently produce his latest caste certificate in the proforma prescribed by Government of India, as contained in DOPT Memo No.36036/2/2013-Estt/(Res.) dated 30.05.2014 from a Competent Authority issued in the year 2017.** Further the OBC (NCL) candidates will have to give a self-declaration, at the time of documents verification indicating that they belong to OBC (NCL).

6. Candidates belonging to OBC category but falling in creamy layer are not entitled to OBC reservation benefits. Accordingly such candidates may choose to apply for the positions provided they meet the age criteria applicable to "UR" candidates and indicate their category as "UR".
7. Prescribed reservations for PwD and/or ExSM/Dependent of those killed or disabled in action will be applied on horizontal inter-locking reservation system basis as per Government of India guidelines. Candidates belonging to PwD category shall be considered only against the identified positions.
8. In line with 'THE RIGHTS OF PERSONS WITH DISABILITIES ACT, 2016' with regard to reservation for Persons with Benchmark Disabilities (PwBD) in the posts/services under Central Government, only "person with benchmark disability" would be eligible for reservation in posts/services with not less than forty per cent of a specified disability where specified disability has not been defined in measurable terms and includes a person with disability where specified disability has been defined in measurable terms, as certified by the certifying authority. A person who wants to avail of benefit of reservation will have to submit a Disability Certificate issued by a Competent Authority failing which their candidature as PwD candidates will not be considered.
9. SC/ST/PwD/ExSM/Departmental candidates are exempted from payment of application fee.
10. In case adequate numbers of SC/ST/PwD candidates who satisfy the minimum standard are not available to fill up the reserved vacancies, then SC/ST/PwD candidates may be shortlisted to the extent of shortfall in vacancies by relaxing the minimum standard of securing 60% marks to 55% marks in educational qualification criterion, provided that they are not considered unfit to hold the post and satisfy all the other eligibility criteria. Accordingly, SC/ST/OBC/PwD category candidates are encouraged to apply
11. Relaxation in age will be allowed upto 05 (five) years for SC/ST and 03 (three) years for OBC(NCL) candidates considered against reserved positions. Relaxation to ExSM/Dependent of those killed or disabled in action will be allowed as per Government of India guidelines.
12. "UR" PwD candidates will be allowed age-relaxation upto 10 years, upto 15 years for "SC/ST" PwD and upto 13 years for "OBC (NCL)" PwD candidates, if considered against reserved positions.
13. Upper age is relaxed by 05 (five) years for the candidates who had ordinarily been domiciled in the state of Jammu & Kashmir from 01.01.1980 to 31.12.1989.
14. For Departmental candidates applying for the Post Code No. 01, upper age limit will be 40 years for "UR", 45 years for "SC/ST" and 43 years for "OBC" candidates.

#### **E. PAY & PERKS**

Pay scales are under revision in terms of Government of India guidelines. Selected candidates will be placed at the minimum Basic Pay in pay scale indicated for each post. Besides Basic Pay, candidates will also be paid Industrial Dearness Allowance, House Rent Allowance / Company Accommodation and will also be entitled for other perquisites & allowances /benefits such as Leave Encashment, Medical Facilities, Performance Related Pay, Contributory Provident Fund, Gratuity, Contributory Superannuation Benefit Fund Scheme, Group Personal Accident Insurance etc. as per Company rules in force from time to time.

*Contd...5/-*

## **F. SELECTION PROCESS**

1. Candidates meeting the eligibility criteria will be provisionally shortlisted and called for personal interview. Further selection shall be made according to merit drawn on the basis of performance of shortlisted candidates in the interview process. However, in case large number of applications is received for a post, NFL reserves a right to conduct a written or online test before short listing candidates for interview. No TA/DA will be paid for appearing in the written or online test.
2. It may be noted that candidates will be called for personal interview provisionally on the basis of information submitted by them in online application form and their candidature will be considered vis-à-vis eligibility criteria for the post applied for as mentioned in the advertisement. Candidates not meeting the eligibility criteria or not in possession of complete requisite documents will not be allowed to attend the personal interview and no TA will be paid to them. Further, no queries shall be entertained in this regard
3. The candidates called for personal interview for the Post Code No. 03 shall be reimbursed of single return air fare (economy class)/ first class AC rail fare/ road mileage at prescribed rates for the journey by road/ by one's own conveyance. The candidates called for personal interview for the Post Codes 01 & 02 will be reimbursed to and fro single 2<sup>nd</sup> AC Class Rail fare (Mail/Express trains, excluding Rajdhani/Duronto/Shatabdi)/ Bus fare from the nearest railway station of the correspondence address indicated by the candidates in their online application to the place of interview by the shortest route on production of necessary receipts.
4. The selected candidates before joining will be required to get Medical Fitness Certificate from Civil Surgeon/NFL's Hospital and their appointment will also be subject to verification of character & antecedents and Caste certificate from the concerned District Authorities.
5. Selected candidates can be posted in any of the Units/Offices/Joint Ventures of the NFL at the discretion of its Management at any point of time.

## **G. HOW TO APPLY**

1. Before applying the candidates should ensure that they fulfill all the eligibility norms. Their registration will be provisional as their eligibility will be verified only in case they are shortlisted for selection. Candidature of a registered candidate is liable to be rejected at any stage of recruitment process or even after joining, if any information provided by the candidate is found to be false or not in conformity with the eligibility criteria at any stage.
2. Candidates fulfilling the prescribed eligibility criteria should apply online through NFL website: "www.nationalfertilizers.com". No other means/mode of application shall be accepted. The relevant link for submission of online application will be available from 1000 hours on 15.11.2017 under the head "Careers → Recruitment of Experienced Technical Professionals - 2017 → Apply Online" and submission of application will be allowed on the website upto 1730 hours on 15.12.2017, unless changed as per the decision of NFL.
3. Candidates are required to provide online details regarding age, date of birth, qualification, division and percentage of marks obtained, year of passing and respective School/College/University, work experience including positions held, name of employers with address, nature of duties, period of service, scale of pay, salary/CTC (Cost to Company)/ salary drawn, application fees (if applicable) and other requisite information/declaration.
4. The candidates should ensure that the details entered in online application are correct. On submission of duly filled-in application online, candidate is required to download the Application Form generated by the system with unique registration number and send a hard copy of the same alongwith self-attested copies of the following documents so as to reach NFL by 27.12.2017 failing which, application is liable to be rejected and no queries shall be entertained in this regard:

*Contd...6/-*

1.	For Date of Birth	10 <sup>th</sup> /Matric Certificate
2.	For Educational Qualification	Mark sheets and Degree Certificates
3.	For Pay Scale (for PSU/Govt.) or CTC** (for Private Sector)	Employer's Certificate/Form-16 for the requisite period
4.	For Caste Certificate	Caste Certificate in the prescribed format
5.	For Differently abled/PwD candidates	Medical Certificate in the prescribed format
6.	No Objection Certificate (NOC) / Permission letter	From present Employer
7.	Experience Certificate with date of joining and relieving.	Certificate issued by Employer(s), if any
8.	Present Employment Proof	Offer of appointment with latest pay slip
9.	Application fees	Demand Draft of ₹1000 or ₹700, as & if applicable
** Alternatively Appointment Letter supported by promotion/increment letter clearly indicating CTC/ Pay Scale for duration of a period.		

5. The copy of online submitted application form alongwith self-attested copies of certificates regarding date of birth, qualifications (division and percentage of marks obtained, year of passing), post qualification inline work-experience (including position held, name of the employers with complete address, nature of duties, period of service, scale of pay, salary drawn) copy of SC/ST/OBC/PwD certificate issued in the prescribed proforma (if applicable), CTC proof for requisite duration of period (FORM - 16) and demand draft of ₹1000 or ₹700 (as & if applicable) in favour of National Fertilizers Limited payable at New Delhi should reach in a sealed envelope cover super-scribed with "Application for the post of \_\_\_\_\_, Post Code No. \_\_\_\_\_" at the following address:

*"Deputy General Manager (HR), National Fertilizers Limited,  
A-11, Sector-24, Noida, District Gautam Budh Nagar, Uttar Pradesh - 201301"*

6. The last date of receipt of complete applications is **27.12.2017**, unless extended and notified on NFL's website. However, closing date for receipt of applications of candidates residing in far-flung area i.e. Assam, Meghalaya, Arunachal Pradesh, Mizoram, Manipur, Nagaland, Tripura, Sikkim, Ladakh Division of J&K State, Lahaul & Spiti District & Pangi Sub-Division of Chamba District of Himachal Pradesh, Union Territory of Andaman & Nicobar Islands & Lakshadweep is **03.01.2018**. Candidates applying from far-flung area should superscribe on envelope "FAR-FLUNG AREA".
7. Hard copy of online application which would be incomplete **OR** not in prescribed proforma **OR** not supported by self-attested copies of relevant documents **OR** not fulfilling the eligibility criteria **OR** application received at any other address of NFL other than that as mentioned in the foregoing **OR** application received after due date shall be summarily '**Rejected**'.
8. It may be noted those online applications shall be summarily rejected whose hardcopy alongwith self-attested copies of relevant documents in support of their claims made in online application is not received by the due date i.e. 27.12.2017 (or 03.01.2018 if applicable) and no queries shall be entertained in this regard.
9. Candidates should note that scrutiny and shortlisting of applications would be done on the basis of documents enclosed with the prescribed application form. No interim correspondence by the candidates regarding availability/non - availability of documents would be entertained. Accordingly, candidates are advised to enclose all relevant documents alongwith the hardcopy of online application form.

#### **H. GENERAL INSTRUCTIONS:**

- Candidates are advised to go through the advertisement carefully and ascertain their eligibility before submitting their applications.
- While applying the candidates should mention their full name as it appears on the matriculation school certificate. Certificate issued by a Board of Secondary Education for passing Matriculation shall be the only acceptable document in support of proof of age.
- The prescribed minimum educational qualifications should be full time / regular except for AMIE with prescribed minimum marks from a University/Institute recognized by UGC/AICTE.

4. No claim of possession of a qualification equivalent to a prescribed qualification shall be entertained.
5. Minimum percentage of marks in the minimum educational qualification as indicated above shall be aggregate of all semesters/years to be calculated taking average of all semesters/years, irrespective of the weightage given to any particular semester/year by the Institute/University.
6. Wherever CGPA/OGPA or letter grade in a degree is awarded; equivalent percentage of marks should be indicated in the application form as per norms adopted by the University/Institute. Where no norms have been specified, the CGPA/OGPA will be presumed to have been provided on a 10 point scale.
7. Candidates employed in Central/State Government/Quasi-Government/Public Sector Undertakings/Autonomous Bodies shall either forward their application through Proper Channel or shall produce No Objection Certificate (NOC) from their present employer the time of interview failing which they will not be allowed to appear in the interview.
8. The term departmental candidates means those candidates who are currently working with NFL as permanent employees and not wards of NFL employees.
9. The minimum educational qualification and inline experience are the minimum criteria and mere possession of the same by the candidate does not entitle him/her for participating in the selection process. NFL's decision regarding eligibility & shortlisting of applications shall be final & binding and no queries or correspondence shall be entertained in this regard.
10. The candidature of all applicants would be provisional and subject to subsequent verification of certificates/testimonials etc.
11. Mere admission to the selection process does not imply that Company (NFL) is satisfied about candidate's eligibility. The candidates should ensure that the details mentioned in the application form are correct and are in conformity with the eligibility criteria for the post applied for, as mentioned in the advertisement. In case it is detected that a candidate does not fulfill any of the advertised eligibility criteria or has given false declaration or suppressed any material fact or information having any bearing on his candidature, he/she shall render himself/herself ineligible for consideration at any stage of selection and for termination at any time during employment, if recruited.
12. Further, NFL reserves the right to cancel/restrict/enlarge/modify the recruitment/selection process of advertised posts without any further notice or assigning any reasons whatsoever, if need so arises.
13. Any corrigendum/addendum/errata in respect of this advertisement shall be displayed only on NFL's website [www.nationalfertilizers.com](http://www.nationalfertilizers.com) under the head "Careers". No further press advertisement will be issued. Hence prospective applicants are advised to visit NFL website regularly for latest update with regard to this advertisement.
14. Only short listed candidates who are found eligible based on the application submitted will be called for participating in the Selection Process. In case the applicant does not receive any communication within 90 days from the date of publication of this advertisement, it may be presumed that he/she has not been short listed for the Selection Process. Accordingly, candidates are advised to regularly visit "Careers" head on our website - [www.nationalfertilizers.com](http://www.nationalfertilizers.com) for the updated information on the selection process. Only shortlisted candidates will be intimated through post or e-mail for the proposed written or online test/personal interview. However, NFL will not be responsible for any delay or non-delivery of intimation sent through post or e-mail, as the case may be.
15. Court of jurisdiction for any dispute pertaining to any issue arising out of this recruitment process will be at Delhi only to the exclusion of all other Courts.
16. Canvassing in any form shall be considered a disqualification for employment in the Company.

**Dy.GM (HR)**